ENLISTED SAILOR DEVELOPMENT

15 November 2003

Updated: 13 NOV 2003

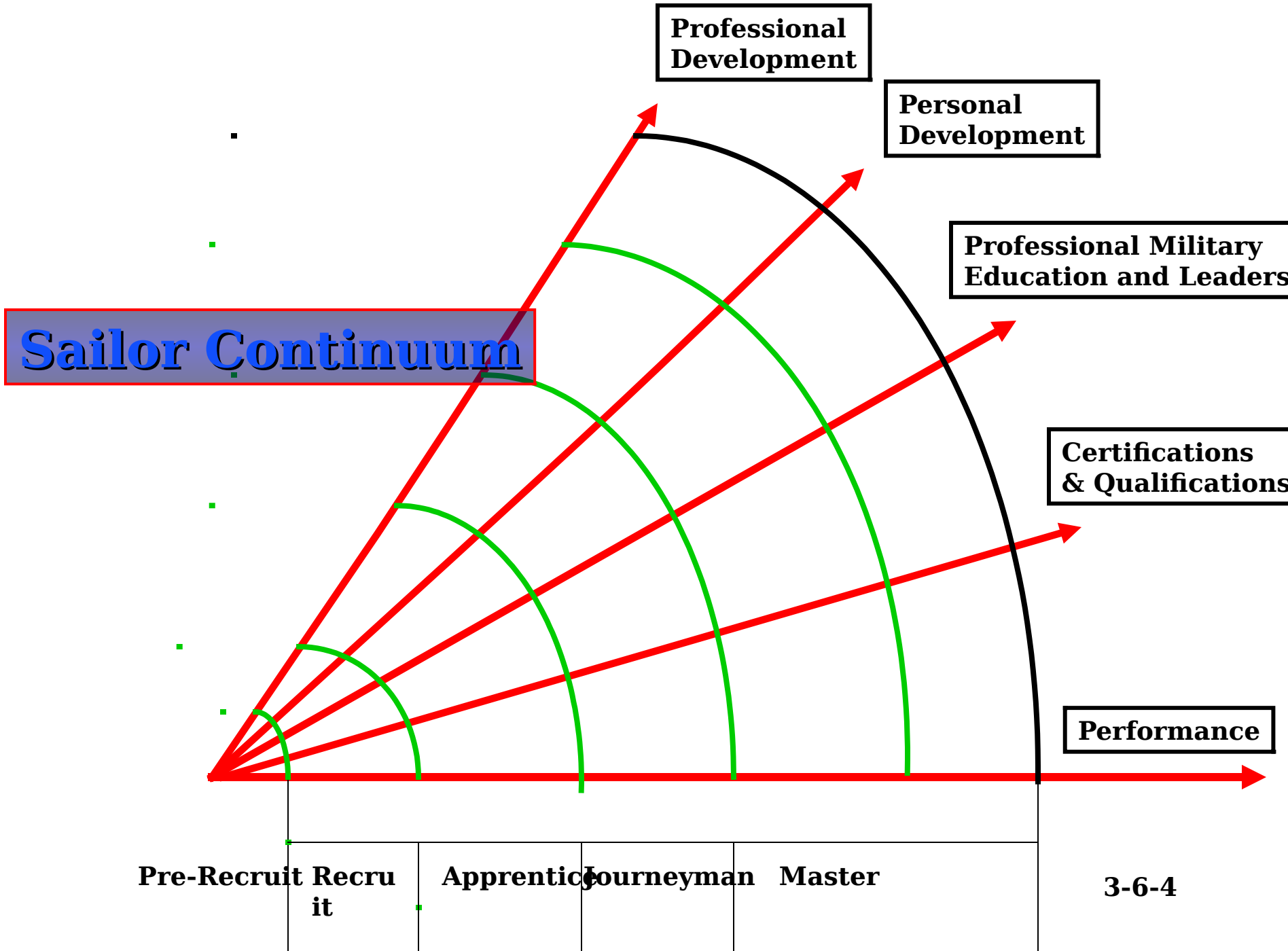
Sailor Development

"We must have a commitment to education and learning that will arm our Sailors to excel. We owe those who promise to serve the best possible training throughout their Navy experience so they can succeed and prosper in their professional and

Chief of Naval Operations

Revolution in Training Vis

Provide an agile and responsive Navy learning organization which sustains the Navy's warfighting capability at the highest possible level by ensuring the continuous personal and professional development of


Professional Development
Personal Development
Professional Military Education and Leaders
Certifications & Qualifications
Performance
Sailor Continuum
Pre-Recruit
Recruit
Apprentice
Journeyman
Master

Navy Knowledge Online - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites

Address https://wwwa.nko.navy.mil/portal/jhtml/community.jhtml?home=true&index=0&community=SACC&_requestid=8565

Go

N@VY KNOWLEDGE ONLINE

LEARN | GROW | LEAD

Home | Leadership | Pers Dev | My Center | Navy ECC | Your Page

Thursday January 30, 2003 - [redacted] Site Search: Customize | User Guide | Logout

NKO SERVICES
- Instant Messenger
- Collaboration Center
- NKO Message Boards
- NKO Chat
- NKO Search
- NKO Feedback
- NKO White Pages

CENTERS

TRAINING SUPPORT

NAVAL MISSIONS

COMMUNITIES

MY PORTAL
- My Links
- My NKO Profile
- Change My Password
- Create My Page
- My Finance
- My Education
- My Career

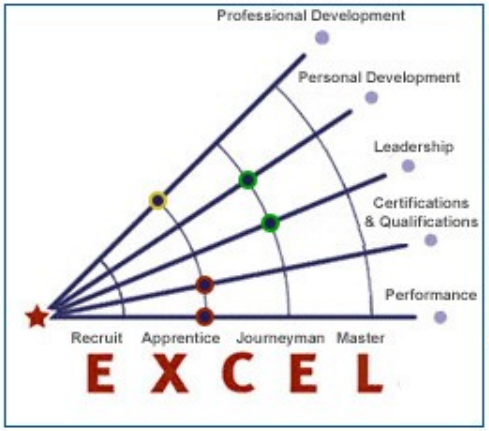
My Announcements

- Community Admins, you need to be sponsoring threads in your message boards that help foster your communities of practice. Take the time to review the sponsored message by Captain Sain in Leadership's message board. You should also have the standard SOP for Message Boards message in your message board and sponsored as well as IT and Cryptology Centers have already done.
- You have access to advanced reports and administrative options in the Management Console.
- Secure, encrypted Instant Messaging (IM) is available through NKO to communicate with your communities and center. Once you have successfully launched NKO Instant Messenger, add your Naval Leadership contacts to your contact list.
- Are you aware that you can upload up to 50 MB of personal work files into the Enterprise Collaboration Center (ECC) in the Personal and Teams Knowledge Centers in order to collaborate with your work teams? An ECC User Guide is available to further describe its features.

My Center News

Dr. Stephen Covey visited the Center for Naval Leadership to discuss the state of the Revolution in Training	Click here for details
The Revolution in Training is here, now what? Learn how an industry expert views change management within an organization.	Change Management
The Complete 2003 Navy Leader Planning Guide is here	2003 NLPG

My Career



Sample graphic and datapoints

THE TASK FORCE EXCEL 5-VECTOR MODEL

Currently in development: Once in place, you will be able to use the Five Vector Model to track your career progress. Learn more about the Five Vector Model.

How will this portal help your career? Learn more about how the Knowledge Portal was developed and where the Revolution in Naval Training is headed.

Want to learn how you should use NKO? NKO Login Primer is available.

What's New at NKO

NEW! **Your Electronic Training Jacket**
Active Duty: View your individual training, education, advancement, qualifications, and certification data through your Electronic Training Jacket by clicking the link on the channel to the left.

NEW! **Message Boards**
Message Boards are available for asking questions or seeking advice within your community. Click NKO Message Boards in the left-side navigation menu.

NEW! **Instant Messaging (IM) and Chat**
Secure, encrypted Instant Messaging (IM) is available through NKO. An option in your NKO profile is configured to automatically launch IM upon login.
My NKO Profile

Naval Personnel Development Command News

Local intranet

Start | Navy Knowledge Onlin... | timothy.tessier@nko - Mic... | 9:12 AM

What is Navy Knowledge Online?

- Place to create and participate in "Communities of Practice"
- Allows communication with the Fleet and those we partner with in industry
- Collaboration tool and a place to store and share knowledge
- Future of information gathering

Navy Knowledge Online - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites

Address https://wwwa.nko.navy.mil/portal/jhtml/community.jhtml?index=8&community=Service+Support&_DARGS=%2Fportal%2Fjhtml%2Fcommunity.jhtml.10_A&_DAV=1085 Go

THE NAVY KNOWLEDGE PORTAL

Contact the Mess Management Community Administrator

john.jones is logged on

Home | Leadership | Pers Dev | My Center | Navy ECC | Jones

Thursday January 30, 2003

Site Search: Customize | User Guide | Logout

NKO SERVICES

- Instant Messenger
- Collaboration Center
- NKO Message Boards
- NKO Chat
- NKO Search
- NKO Feedback
- NKO White Pages

CENTERS

- Aviation Tech Trng
- Cryptology
- EOD/Diving
- Info Technology
- Intelligence
- Naval Engineering
- Naval Leadership
- Personal Development
- Seabees / Fac. Eng.
- Service Support
- Service Support
- Chaplains Corps
- Supply Corps
- Aviation Strkpr
- Disbursing Clrk
- Draftsman
- Lithographer
- Legalman
- Mess Management
- Navy Counselor
- Postal Clerk

MS Leader Message

MS:
MS Leader

MS Calendar

<< Dec | January 2003 | Feb >>

	SUN	MON	TUE	WED	THU	FRI	SAT
	29	30	31	1	2	3	4
	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30	31	1

MS Group Message

Welcome to the MS NKO Portal Page.

Logistics

- NAVSUP
- One Touch Support
- Navy Supply Corps School

MS 5 VECTOR MODEL

View the MS 5 VECTOR MODEL site in a new window >>

Revolution in Training | Task Force EXCEL | Learning Centers | Pilot Projects | Human Performance | Science of Learning

News

Library

FAQ

Multi-Media

Pilot Projects

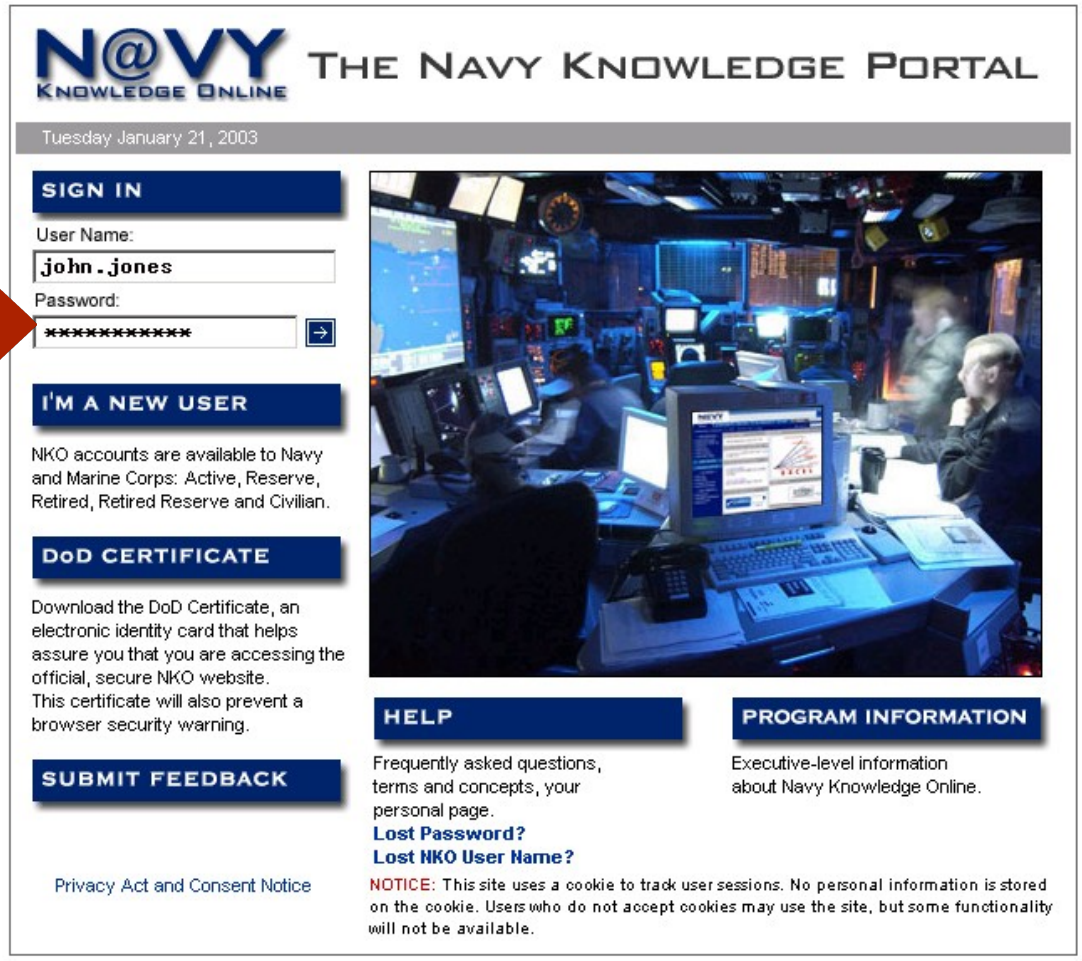
CAREER MANAGEMENT

Opening Java class: http://www.bupers.navy.mil/pers2/_fpclass/fphoverx.class

Unknown Zone (Mixed)

Start | Navy Knowledge Onlin... | timothy.tessier@nko - Mic... | Adobe Photoshop | 9:29 AM

To Register go to http://www.nko.navy.mil


N@VY
KNOWLEDGE ONLINE
THE NAVY KNOWLEDGE PORTAL
Tuesday January 21, 2003
SIGN IN
User Name:
john.jones
Password:
I'M A NEW USER
NKO accounts are available to Navy and Marine Corps: Active, Reserve, Retired, Retired Reserve and Civilian.
DoD CERTIFICATE
Download the DoD Certificate, an electronic identity card that helps assure you that you are accessing the official, secure NKO website. This certificate will also prevent a browser security warning.
SUBMIT FEEDBACK
Privacy Act and Consent Notice
HELP
Frequently asked questions, terms and concepts, your personal page.
Lost Password?
Lost NKO User Name?
PROGRAM INFORMATION
Executive-level information about Navy Knowledge Online.
NOTICE: This site uses a cookie to track user sessions. No personal information is stored on the cookie. Users who do not accept cookies may use the site, but some functionality will not be available.

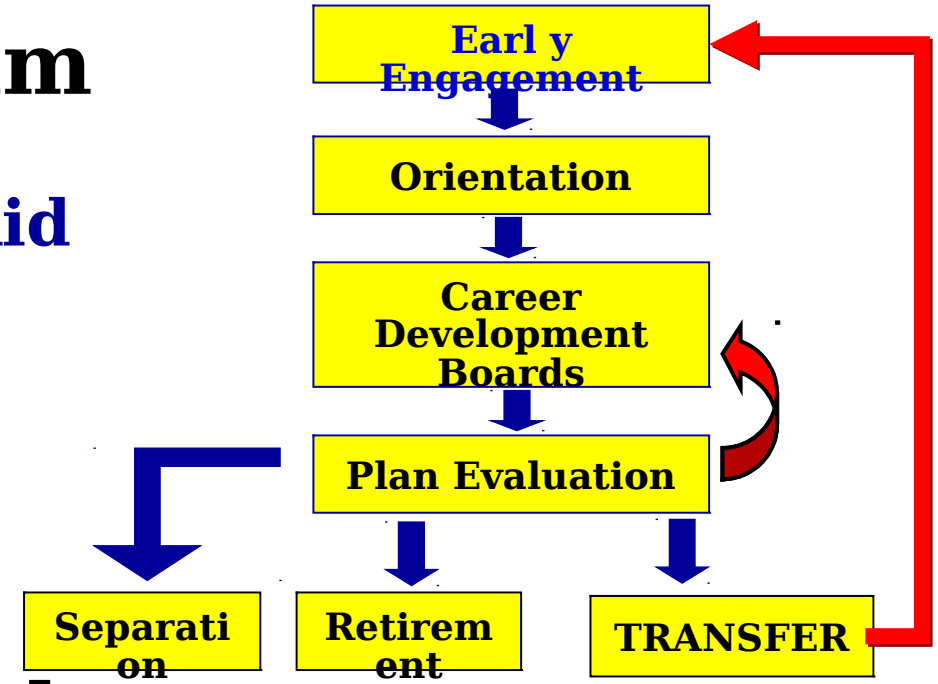
References

- *Task Force EXCEL*, Official publication of the Naval Personnel Development Command.
- http://www.excel.navy.mil/faq2.htm
- "Plot Your Career Course: Five-vector plan is your road map to advancement," by Mark Faram, Navy Times, June 02, 2003.

What Do We Do In the Interim to Prepare and Train our Sailors?

Career Development Foundation

- **Sponsor Program**
  - **Reverse Sponsor Aid**
    - **NAVADMIN 247/02**
- **WEB Page Info**
- **Welcome Aboard**
  - **1st 72 Hours**



Early Engagement ---Setting The Tone for Success

Career Development Boards

- Rating Assignment
- Military and Professional Qualifications
- Military Training
- Voluntary Education
- Officer Programs

See BUPERS INSTRUCTION 1040.5A

CNO'S GUIDANCE FOR 2003

"We Must Continue to Mentor our Sailors"

"Create a mentoring culture and assign a mentor for every service member"

Establish a Mentoring Program

- **COMNAVRESFOR MESSAGE DTD 171201Z MAR 03**

- **NO FORMAL INSTRUCTION**

- **EACH SERVICE MEMBER IS REPONSIBLE FOR FINDING A MENTOR**

STUDY FOR ADVANCEMENT

BIBLIOGRAPHY FOR ADVANCMENT

1. In preparing for an exam you must first obtain the sources of information to study. The most important listing of available references is the bibliography for advancement. The bibliography for advancement lists all the references that were used by the test writers when they developed the exam questions for the exam.
You can access this information at www.advancement.cnet .navy.mil.

Exam Format

They are written after the exam has been completed and are released six months prior to the next one. Each exam has 200 questions divided among occupational and professional military knowledge (PMK). Breakdown for the various ranks are:

PAYGRADE	KNOWLEDGE	PMK
E-7	100	100
E-6	115	85
E-5	135	65
E-4	150	50

All exams are prepared 12 months in advance. There are no mystery publications used to surprise you on the exam. **You have access to the answer to every single question on the exam**.

Board Considerations

- Performance
  - CO Recommendations of EP, MP – Blk 45
  - Perf Marks relative to CO's average
  - Ranking among Peers – Blk 46
  - Officer program recommendation – Blk 41
- Duty Assignments/History
  - Sea Duty, Exercises, Special Projects
  - Challenging jobs - LPO, Work Center Supervisor, CCC, Recruiter

Board Considerations

- Evaluations - Last 3-5 years
  - Review could include E-5 evals!
  - Hard, Quantitative Bullets w/Results of Performance
- Exam Score – Point for point value (E7 candidates only)
- Supervisory/Managerial Ability
  - Leadership at Sea, Shore, or Civilian Work
  - Number of Personnel supervised!!! Blk 29

Board Considerations

- Initiative - Aggressively seeks increased responsibility
- Collateral Duties
  - CCC, CMEO, DAPA
  - CFC Coordinator, Navy Relief
- Warfare Qualifications
  - Expected, if had opportunity
  - Dual quals a BIG PLUS!!

Board Considerations

- Personal Awards/Recognition
  - LOC from a Flag Officer
  - Medals - JSAM, NAM, NCM, JSCM
  - SOQ, SOY at any level
- Active Community Involvement
  - Leadership positions, MOVSM
- Adverse Points
  - Misconduct, NJP, PRT Failure

Board Considerations

- Special Skills/Quals/NECs
  - Master Training Specialist
  - EWS, JOOD, Diver, NAC, EOD
  - Certified MicroSoft Operator
- Education
  - Correspondence Courses
  - College classes
  - Degrees - AA/AS, BA/BS, MA/MS

Other Helpful Links

http://www.uscg.mil/hq/g-w/g-wt/g-wtl/mentoring.htm

www.nko.navy.mil

http://www.mentoring.org/

http://www.mentoringgroup.com

https://buperscd.technology.navy.mil/bup_updt/508/INSTRUCTIONS/10405.htm

CO's Checklist for Success

- Est. strategy with CO/XO/CMC/CCC
  - Review of command retention status
  - When do you call detailers?
- Formalize CMC/CCC Team
  - CCC works directly for CMC
  - Adequate resources for CCC
- Establish Sponsor/Check-in Process
  - Plan for first 72 hours
  - Web site facilitates "Reverse Sponsor" program
- Strong Indoctrination Program
- Establish Retention Program
  - Maximize participation in CDFs
  - Use www.stayNAVY.navy.mil web site
  - Retention Team meetings
  - TAP participation at least 6mos prior to EAOS
- Establish Career Development Program
  - CDB during 1st two weeks aboard
  - Mentor (Sea Daddy) Program
  - GENDETS closely tracked
  - Defined and acknowledged qualification goals
  - Aggressive Warfare Qualification Program
- Communicate with families
  - Periodic e-mails to spouse group
  - Periodic letters to families (spouses and parents)
  - Web site "family friendly"
  - Pre-deployment briefings
  - United Through Reading

Summary

- Revolution in Training
- Sailor Continuum and the Five-Vector model
- Navy Knowledge Online
- Create A Mentoring Culture
- Career Development Boards
- Exam and Selection Board Preparation